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# QUALITY TEACHER INCENTIVES

Fact Sheet  
**51**

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## **Stipends**

*(These stipends were made law with Education Article §6-306 of the Annotated Code of Maryland. For more information, contact the local school system's human resources office.)*

### **National Board Certification**

Stipends (dollar-for-dollar match by local school systems ) for teachers who earn certification from the National Board for Professional Teaching Standards (NBPTS) continue, but the amounts for which teachers are eligible now depend on the schools in which they teach. Eligible categories are based on Maryland's No Child Left Behind (NCLB) Differentiated Accountability model.

A classroom teacher or other non-administrative school-based employee in a public school identified by the State Board of Education as having comprehensive needs who holds a standard or advanced professional certificate, who is employed by a county board, and who holds a certificate issued by the NBPTS shall receive a stipend from the State in an amount equal to the county grant for national certification, up to a maximum of \$2000 per qualified individual.

A classroom teacher or other non-administrative school-based employee in a public school not identified by the State Board as having comprehensive needs who holds a standard or advanced professional certificate, who is employed by a county board, and who holds a certificate issued by the NBPTS shall receive a stipend from the State in an amount equal to the county grant for national certification, up to a maximum of \$1000 per qualified individual.

### **Advanced Professional Certification (Qualifying Schools)**

Stipends for teachers holding advanced professional certification with satisfactory performance in the classroom will be paid to eligible teachers teaching in schools identified by the State Board of Education as having comprehensive needs (developing or priority). The amount of the stipend is \$1500.

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## **Tuition Tax Credit**

All Maryland teachers are eligible for an annual \$1500 tuition tax credit designed to offset graduate tuition expenses necessary to maintain teaching certification. This tax credit was made law with tax article §10-717 of the Annotated Code of Maryland.

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## **Comprehensive Teacher Induction Program**

Local school systems have established mentoring programs as part of their Comprehensive Teacher Induction Programs. Full-time or part-time mentors have sole responsibility to support teachers during their induction period.

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## ***Reemployment of Retired Teachers and Principals***

Retired teachers may be exempt from an earnings limitation if they are re-employed as classroom teachers, substitute teachers, or teacher mentors in a public school that:

- Is not making Adequate Yearly Progress (AYP) or is in need of improvement as defined under NCLB and as implemented by MSDE or
- Is receiving funds under Title I of NCLB and as implemented by MSDE or
- Provides an alternative education program for adjudicated youths or students who have been expelled, suspended, or identified for suspension or expulsion from a public school or
- Has more than 50% of students attending who are eligible for free and reduced-priced meals (FARMS) established under the U.S. Department of Agriculture.

In addition, the position must be in a field identified as a critical shortage, special education class, or a class with students of limited English proficiency. A principal who retires with satisfactory performance can be rehired for two years without a reduction of benefits in a public school as stated above.

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## ***Scholarships***

### **Workforce Shortage Student Assistance Grants**

House Bill 688: Higher Education - Workforce Shortage Student Assistance Grants (Chapter 367, Acts of 2006) consolidated seven workforce-related State financial assistance programs into one program. The Sharon Christa McAuliffe Memorial Teacher Education Award, which had been in existence for over 20 years, is now part of this consolidated effort. The new rules and regulations, developed by an advisory council, apply to seven workforce areas. An individual receiving an award must agree to work one year in an eligible occupation in Maryland for each year the award is received. An awardee must:

- Be a full-time resident of Maryland, enrolled at a two-year or four-year Maryland college or university;
- Be a full-time (12+ credits per semester) or part-time (6-11 credits per semester) degree-seeking undergraduate student, or a full-time (9+ credits per semester) or part-time (6-8 credits per semester) degree-seeking graduate students; and
- Sign a promissory note that is due if the service obligation is not met in accordance with the guidelines.

More information can be found at [http://www.mhec.state.md.us/financialAid/ProgramDescriptions/prog\\_WSSAG.asp](http://www.mhec.state.md.us/financialAid/ProgramDescriptions/prog_WSSAG.asp).

### **Distinguished Scholar Teacher Education Program**

This merit-based award program is designed to provide additional financial incentives to attract highly able undergraduate students to Maryland's teacher preparation programs. Each Distinguished Scholar Award recipient receives \$3000 and the Distinguished Scholar Teacher Education Program increases the total award by an additional \$3000. For more information, visit the Maryland Higher Education Commission website at [www.mhec.state.md.us](http://www.mhec.state.md.us).